



## **POSITION STATEMENT ON HUMAN RIGHTS**

Advanced Drainage Systems, Inc. is committed to protecting and advancing human rights in accordance with the UN Guiding Principles on Business and Human Rights. At Advanced Drainage Systems, Inc. we recognize that companies have an important role to play in promoting human rights and urge our suppliers to uphold these same principles within their own organizations. We contribute to the fulfillment of human rights through compliance with laws and regulations wherever we operate, as well as through our policies and programs. Our position on human rights is reinforced in our employment, ethics and procurement policies, which are designed to promote, protect and respect human rights within ADS and our suppliers. Additionally, our commitment to comply with all human rights laws is also captured in our Code of Business Conduct and Ethics, which should be read in conjunction with our position on human rights.

Our guidelines include:

- Commitment to complying with child labor laws and laws prohibiting any form of forced, bonded or indentured labor.
- Providing a healthy and safe working environment.
- Promoting equal opportunity of all employees and applicants regardless of race, color, religion, sex, age, national origin ancestry, pregnancy status, gender, marital status, medical condition, sexual orientation, gender identity, disability, veteran status, or any other category protected by law.
- Maintaining work environments free from any form of illegal harassment and are dedicated to the prevention of harassment in the workplace.
- Protecting individual privacy.
- Providing compensation and benefits that are competitive and comply with applicable laws for minimum wages, overtime hours and mandated benefits.
- Encouraging open communication between management and employees

We will continue to evaluate and review how best to strengthen our approach to addressing human rights, including labor rights. We believe that while it is primarily the role of government to safeguard human rights, we also believe that Advanced Drainage Systems, Inc. can help promote respect for human rights through the example of its actions and its values.